

**Diocese of Davenport  
Board of Education**

**Series 400: Staff Personnel**

**Form 430.4**

**Characteristics of Alleged Anti-Harassment/Bullying (Policy Last Reviewed: November 20, 2025)**

Policy Adopted: June 3, 2007  
Policy Promulgated: October 17, 2019  
Policy Revised: June 10, 2009; December 2015; September 10, 2019; March 20, 2020; November 20, 2025  
Policy Reviewed: May 17, 2010; February 27, 2025

**Bullying and Harassment Disposition of Complaint Form**

(In accordance with Iowa Code §280.28 and Iowa Department of Education Guidance)

Name of School: \_\_\_\_\_

Date of Completed Disposition: \_\_\_\_\_

Date Complaint Received: \_\_\_\_\_

Name of Person who submitted the Complaint: \_\_\_\_\_

Relationship to the Target of Bullying and Harassment: \_\_\_\_\_

***Complainant Information:***

Alleged Target Name: \_\_\_\_\_ Role:  Student  Employee  Other: \_\_\_\_\_

***Respondent Information:***

Alleged Perpetrator Name: \_\_\_\_\_ Role:  Student  Employee  Other: \_\_\_\_\_

***Incident Details:***

Date(s): \_\_\_\_\_ Location(s): \_\_\_\_\_

***Nature of Alleged Bullying/Harassment (check all that apply):***

- |  |   |
|--|---|
| <input type="checkbox"/> Age             | <input type="checkbox"/> Sexual Orientation                       |
| <input type="checkbox"/> Color           | <input type="checkbox"/> Gender Identity                          |
| <input type="checkbox"/> Creed           | <input type="checkbox"/> Physical Attributes                      |
| <input type="checkbox"/> National Origin | <input type="checkbox"/> Physical or Mental Ability or Disability |
| <input type="checkbox"/> Race            | <input type="checkbox"/> Political Belief                         |
| <input type="checkbox"/> Religion        | <input type="checkbox"/> Socioeconomic Status                     |
| <input type="checkbox"/> Marital Status  | <input type="checkbox"/> Other                                    |
| <input type="checkbox"/> Sex             |   |

What method was reportedly used for the alleged bullying and harassment? (check all that apply)

- Physical
- Written
- Verbal
- Electronic (cyberbullying)
- Social/Relational (ostracizing/exclusion)

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***Description of Incident(s):***

***Investigation Summary: Summary of Findings (add pages as necessary):***

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***Disposition:***

Did the investigation determine if the incident was targeted and repeated against the alleged target?

Allegation Status:     Founded     Unfounded     Inconclusive

Briefly explain the rationale for that decision:

Corrective/Disciplinary Action Taken (including intervention supports or safety plans):

***Authorizing Signature:***

Investigator Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

***References:***

- Iowa Code §280.28: Harassment and Bullying Prohibited
- Iowa Department of Education Guidance on Bullying and Harassment